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ABSTRACT

A study was done to describe the trends in the number and proportion of racial/ethnic minority graduates from Pennsylvania colleges and universities in the 1980s to see if minorities in the state that made gains relative to whites. The study analyzed data from the Pennsylvania Department of Education and the Census Bureau's Current Population Survey reports. These data showed that racial/ethnic minorities generally made gains in college educational attainment in Pennsylvania, but that amount of gain varied greatly by racial/ethnic group. From 1980-81 to 1989-90 the total number of racial/ethnic minority graduates rose by 35.4 percent while the number of white graduates increased by just 6.7 percent. Much of the gains for racial minorities were due to the number of Asian graduates, which grew by over 150 percent. The number of non-resident aliens increased by 88 percent, Hispanics by nearly 64 percent, and American Indians by 6.7 percent. However, the number of Black graduates fell by about 7 percent. Overall, trends indicate that though a greater proportion of Blacks attended college, a relatively larger share were leaving universities before they received their degrees. In addition students from other groups were more likely to complete their educations and receive degrees. Ten figures and six tables illustrate the report. (JB)

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TRENDS IN MINORITY COLLEGE GRADUATES AND COLLEGE EDUCATIONAL ATTAINMENT IN PENNSYLVANIA, 1980 TO 1989

by
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October, 1992

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EXECUTIVE SUMMARY

This study describes the trends in the number and proportion of racial/ethnic minority graduates from Pennsylvania colleges and universities from academic year 1980-81 to 1989-90. The trends in the number of white graduates are also illustrated in order to determine if minorities in the Commonwealth have made gains in the number of graduates relative to whites. The data are shown in several ways: the total number of graduates by race; the number of graduates by race and types of degrees (associates, bachelors, masters, doctorates, and first professional); the number by race and types of colleges; and the number by race and gender. The study also shows the proportions of black and white Pennsylvanians aged 25 years and older who have graduated from high school and attended college for at least four years, and the proportions of enrolled students who graduated in each academic year by race.

These data show that, during the 1980s, racial/ethnic minorities generally made gains in college educational attainment in Pennsylvania, but the amount of gains varied greatly by racial/ethnic group. From 1980-81 to 1989-90, the total number of racial/ethnic minority graduates from Pennsylvania colleges rose by 35.4 percent, from 7,335 to 9,932, while the number of white graduates increased by just 6.7 percent, from 78,635 to 83,942. Much of the gains for racial/ethnic minorities were due to the number of Asian graduates, which grew by over 150 percent. The number of non-resident aliens increased by 88 percent, Hispanics by nearly 64 percent, and American Indians by 6.7 percent. However, the number of black graduates fell by about 7 percent, from 4,362 to 4,058.

The total number of black graduates fell primarily because the number who received associates degrees declined by nearly 21 percent. The number of black masters degree recipients fell by 20.5 percent, and the number who received doctorates declined by over 11 percent, but the number of black bachelors and first professional degree recipients rose. At the same time, the number of Asians who received associates degrees increased by over 20 percent, and the number who received bachelors and doctoral degrees doubled. The number of non-resident aliens who received masters and doctoral degrees also increased by more than 100 percent, and the number of Hispanics who received bachelors degrees increased by over 73 percent. Due to the large gains for Asians, Hispanics, and non-resident aliens, the total number of racial/ethnic minorities rose faster than the number of whites for nearly all types of degrees.

The number of Asian, Hispanic, and non-resident alien graduates also rose substantially at four-year private colleges and State Universities, but the number of black graduates from four-year private universities fell by 13.5 percent, and fell by 8.8 percent at State Universities. At state-related colleges, the number of black graduates rose by 8.2 percent, compared to a 207.9 percent increase in the number of Asian graduates, and a 63.6 percent increase in the number of Hispanics. Overall, Asian, Hispanic, and non-resident alien graduates became more likely to graduate from four-year private colleges, while blacks became more likely to graduate from state-related universities. The total number of graduates from two-year public colleges rose slightly, but fell at two-year private colleges.

The number of Asian graduates increased primarily because the number of Asian female graduates rose by over 184 percent. The number of non-resident alien female graduates grew by nearly 116 percent, the number of Hispanics by 56 percent, and the number of American Indians by 50 percent. The number of black female graduates, however, declined by 8 percent. Overall, the total number of racial/ethnic minority female graduates rose by 27 percent, while the number of whites rose by 13.8 percent. The total number of female graduates rose by nearly 15 percent, while the number of males increased by only 3.6 percent.

Despite the decline in the number of black college graduates, black and other racial/ethnic minorities made gains in educational attainment. The percentage of black Pennsylvanians aged 25 years and older who attended (but not necessarily graduated from) college for at least four years increased from just 6 percent in 1980 to nearly 13 percent in 1989. However, blacks made very little gains in college educational attainment relative to whites, as the percentage of whites who attended college for four years or more increased from 14 percent to 19 percent. Similar data for other racial/ethnic groups were not available, but because a higher percentage of enrolled students from other racial/ethnic groups graduated from college than the percentage of enrolled black students, it is most likely that they made greater gains than blacks in college educational attainment.

It appears, therefore, that while a greater proportion of blacks attended college, a relatively larger share were leaving their universities before they received their degress. Students from other racial/ethnic groups were more likely than blacks to have completed their college educations and receive degrees. This may have been due to the rising costs of higher education at all types of colleges, which apparently made it more difficult for low-income students generally--and black students particularly--to graduate. Students from other racial/ethnic groups probably were not as affected by these higher costs because they were more willing than blacks to borrow student loans. This points to the need for increasing grants and other non-loan types of financial aid to increase the persistence of low-income students generally--and low-income blacks particularly--in four-year college programs. Colleges may also have to strengthen their recruitment, retention, mentoring, and other programs in order to help ensure that blacks graduate at or near the same rates as students from other racial/ethnic backgrounds.

Introduction

During the 1980s, more racial and ethnic minorities graduated from Pennsylvania colleges and universities, but the progress of minorities in obtaining higher education degrees in the Commonwealth varied greatly by racial/ethnic group. This report examines the trends in the number of racial/ethnic minority graduates of Pennsylvania colleges and universities from academic year 1980-81 to 1989-90. The trends in the number of white graduates are also shown in order to determine if racial/ethnic minority groups in the Commonwealth made gains in numbers of graduates relative to whites.

The study first shows the total number and proportion of college graduates by their racial/ethnic backgrounds, and then examines the trends in the number of graduates by race and types of degrees (associates, bachelors, masters, doctorates, and first professional), by race and types of colleges, and by race and gender. The report also shows trends in the percentage of black and white Pennsylvanians aged 25 years and over who have graduated from high school and attended at least four years of college.

These data, which come from the Pennsylvania Department of Education and the U.S. Census Bureau's Current Population Survey reports, do not include the number of associates degrees conferred to graduates of proprietary schools. The racial/ethnic characteristics of these graduates were not available.

Total Number of College Graduates by Race

During the 1980s, the number of Asian, non-resident alien, and Hispanic graduates of Pennsylvania colleges and universities increased substantially, but the number of black graduates declined. Table 1 shows that the total number of graduates increased by 9.2 percent, from 85,970 in academic year 1980-81 to 93,874 in 1989-90. The largest increase occurred in the number of Asian graduates, which rose by more than 150 percent. The number of non-resident alien graduates increased by 88 percent, followed by Hispanics (nearly 64 percent), and American Indians (6.7 percent). However, the number of black graduates fell by about 7 percent, from 4,362 to 4,058.

Overall, due to the large gains for Asians, Hispanics, and non-resident aliens, the total number of college graduates who were racial/ethnic minorities grew from 7,335 in 1980-81 to 9,932 in 1989-90. The proportion of degree recipients who were racial/ethnic minorities grew from 8.5 percent of all graduates to 10.6 percent. The number of white graduates, however, grew by just 6.7 percent, from 78,635 to 83,942. The trends in the total number of racial/ethnic minority graduates of Pennsylvania colleges and universities are further illustrated in Figure 1.

TABLE 1

NUMBER OF DEGREES CONFERRED TO GRADUATES OF PENNSYLVANIA COLLEGES, BY RACE/ETHNICITY, ACADEMIC YEAR 1980-81 TO 1989-90

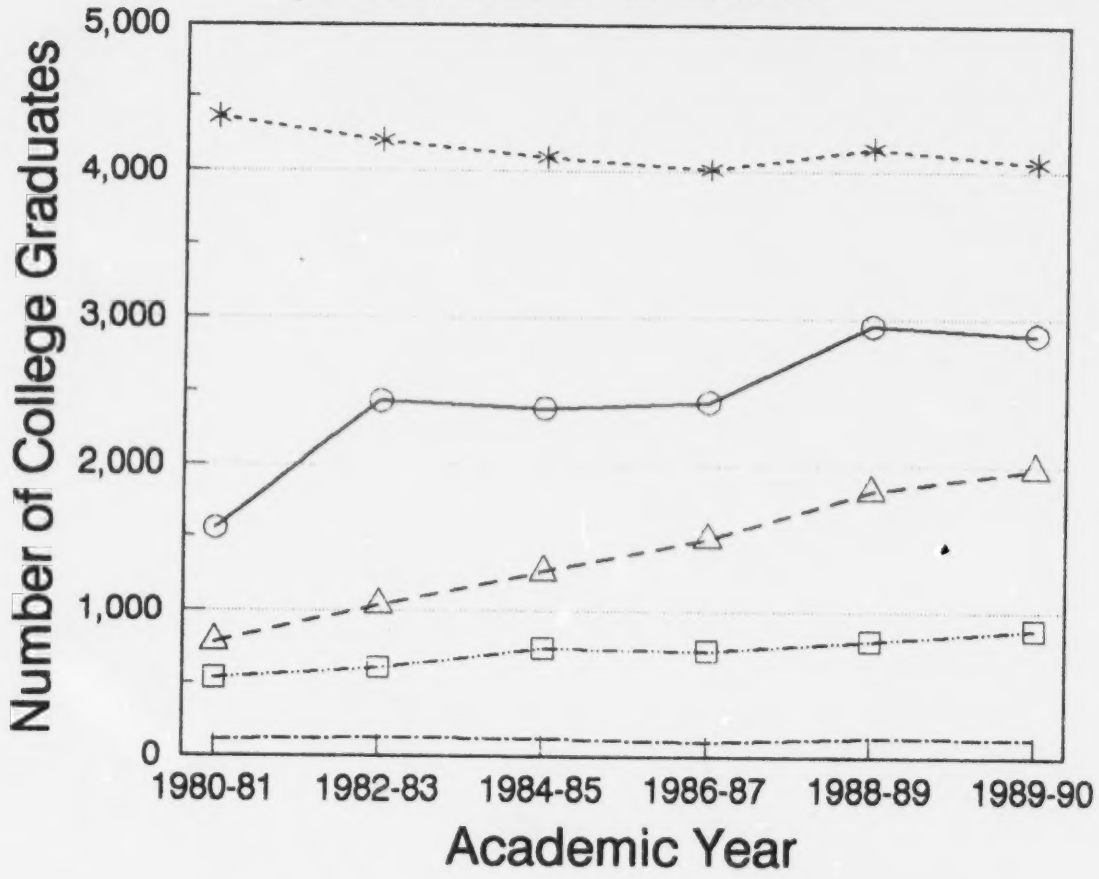
	1980-81		1982-83		1984-85	
Race/Ethnicity	Number	Pct	Number	Pct	Number	Pct
Non-Resident Alien	1,538	1.8%	2,435	2.7%	2,387	2.6%
Black, Non-Hispanic	4,362	5.1	4,205	4.6	4,094	4.5
Amer Ind/Alaska Native	119	0.1	131	0.1	120	0.1
Asian/Pacific Islander	781	0.9	1,039	1.1	1,268	1.4
Hispanic	535	0.6	606	0.7	743	0.8
White, Non-Hispanic	78,635	91.5	82,051	90.7	81,825	90.5
Total	85,970	100.0%	90,467	100.0%	90,437	100.0%

	1986-87		1988-89		1989-90	
Race/Ethnicity	Number	Pct	Number	Pct	Number	Pct
Non-Resident Alien	2,433	2.7%	2,951	3.2%	2,891	3.1%
Black, Non-Hispanic	4,011	4.5	4,159	4.5	4,058	4.3
Amer Ind/Alaska Native	106	0.1	138	0.2	127	0.1
Asian/Pacific Islander	1,492	1.7	1,830	2.0	1,979	2.1
Hispanic	729	0.8	800	0.9	877	0.9
White, Non-Hispanic	80,364	90.2	81,580	89.2	83,942	89.4
Total	89,135	100.0%	91,458	100.0%	93,874	100.0%

Race/Ethnicity	10-Year Change
Non-Resident Alien	+ 88.0%
Black, Non-Hispanic	- 7.0
Amer Ind/Alaska Native	+ 6.7
Asian/Pacific Islander	+153.4
Hispanic	+ 63.9
White, Non-Hispanic	+ 6.7
Total	+ 9.2%

* Data for 1981-82, 1983-84, 1985-86, and 1987-88 were not available.

Figure One
Number of Minority Graduates of PA Colleges, by Race, 1980-81 to 1989-90



Non-Resident Alien

Black, Non-Hispanic

American Indian/ Alaska Native

Asian/Pacific Islander

Hispanic

Includes graduates who received associates, bachelors, masters, doctoral, and first professional degrees

Number of Graduates by Race and Types of Degrees

One reason the total number of black graduates fell was because the number of blacks who received associates degrees declined sharply. From 1980-81 to 1989-90, the total number of associates degree recipients increased by less than 1 percent, from 12,870 to 12,960. However, as Table 2 shows, the number of black recipients fell by nearly 21 percent, from 1,007 to 797. Conversely, the numbers of Asian and Hispanic associates degree recipients increased by over 20 percent, and the number of non-resident aliens rose by over 30 percent.

Because the number of black recipients fell substantially, the total number of racial/ethnic minority graduates who received associates degrees fell by 11.5 percent--from 1,273 to 1,127. At the same time, the number of whites who received these degrees rose by about 2 percent, from 11,597 to 11,833. The trends in the number of racial/ethnic minorities who received associates degrees are further illustrated in Figure 2.

Table 2 also shows that the number of blacks who received bachelors degrees during the 1980s fell in the early part of the decade, but increased by about 1 percent for the entire time period. However, the number who received masters degrees fell by 20.5 percent, and the number who received doctorates declined by over 11 percent. At the same time, the number of bachelors degrees conferred to Asians rose by more than 200 percent, the number who received masters degrees increased by nearly 83 percent, and the number who received doctoral degrees rose by over 100 percent. The number of Hispanics and non-resident aliens who received bachelors, masters, and doctorates also rose sharply during the decade. The number of masters and doctoral degrees conferred to American Indian graduates declined, but these decreases were not statistically significant because the numbers were very small.

The number of first professional degrees awarded to racial/ethnic minority graduates also rose substantially during the 1980s. The number of black recipients rose by 28.6 percent, from 147 in 1980-81 to 189 in 1989-90. The number conferred to Asians increased by 350 percent, the number to Hispanics by about 93 percent, and the number to non-resident aliens by nearly 40 percent. These increases occurred despite the fact that the total number of graduates who received these degrees declined by 7.8 percent--from 3,791 to 3,497.

Overall, the total number of racial/ethnic minorities who received bachelors degrees during the 1980s increased by 39.6 percent, from 3,677 in 1980-81 to 5,134 in 1989-90. The number who received masters degrees rose by 43.4 percent, from 1,779 to 2,551; the number who received doctorates increased by over 87 percent, from 352 to 659; and the number who received first professional degrees rose by about 81 percent--254 to 461. The increases in masters and doctoral degrees were due primarily to the increases in non-resident alien graduates, who tended to enroll in and receive their degrees from graduate school programs. The trends in bachelors, masters, doctoral, and first professional degrees conferred to racial/ethnic minorities are further illustrated in Figures 3, 4, 5, and 6, respectively.

TABLE 2

NUMBER OF DEGREES CONFERRED TO GRADUATES OF
PENNSYLVANIA COLLEGES, BY RACE/ETHNICITY AND TYPES OF DEGREES,
ACADEMIC YEAR 1980-81 TO 1989-90

ASSOCIATES

	1980-81		1982-83		1984-85	
Race/Ethnicity	Number	Pct	Number	Pct	Number	Pct
Non-Resident Alien	46	0.4%	98	0.7%	90	0.6%
Black, Non-Hispanic	1,007	7.8	938	6.5	1,093	7.6
Amer Ind/Alaska Native	21	0.2	30	0.2	22	0.2
Asian/Pacific Islander	116	0.9	127	0.9	131	0.9
Hispanic	83	0.6	85	0.6	120	0.8
White, Non-Hispanic	11,597	90.1	13,044	91.1	13,021	89.9
Total	12,870	100.0%	14,322	100.0%	14,477	100.0%

	1986-87		1988-89		1989-90	
Race/Ethnicity	Number	Pct	Number	Pct	Number	Pct
Non-Resident Alien	29	0.2%	125	1.0%	60	0.5%
Black, Non-Hispanic	910	6.8	821	6.7	797	6.1
Amer Ind/Alaska Native	22	0.2	26	0.2	26	0.2
Asian/Pacific Islander	143	1.1	124	1.0	142	1.1
Hispanic	84	0.6	88	0.8	102	0.8
White, Non-Hispanic	12,218	91.1	11,053	90.3	11,833	91.3
Total	13,406	100.0%	12,237	100.0%	12,960	100.0%

Race/Ethnicity	10-Year Change
Non-Resident Alien	+30.4%
Black, Non-Hispanic	-20.9
Amer Ind/Alaska Native	+23.9
Asian/Pacific Islander	+22.4
Hispanic	+22.9
White, Non-Hispanic	+ 2.0
Total	+ 0.7%

TABLE 2 (cont.)

BACHELORS

Race/Ethnicity	1980-81 Number	1980-81 Pct	1982-83 Number	1982-83 Pct	1984-85 Number	1984-85 Pct
Non-Resident Alien	510	0.9%	759	1.3%	786	1.4%
Black, Non-Hispanic	2,413	4.4	2,426	4.2	2,205	3.9
Amer Ind/Alaska Native	58	0.1	70	0.1	62	0.1
Asian/Pacific Islander	400	0.7	542	1.0	653	1.1
Hispanic	296	0.5	349	0.6	435	0.8
White, Non-Hispanic	50,735	93.2	53,085	92.8	52,873	92.7
Total	54,412	100.0%	57,231	100.0%	57,014	100.0%

Race/Ethnicity	1986-87 Number	1986-87 Pct	1988-89 Number	1988-89 Pct	1989-90 Number	1989-90 Pct
Non-Resident Alien	744	1.3%	871	1.5%	861	1.4%
Black, Non-Hispanic	2,291	4.0	2,445	4.1	2,434	4.0
Amer Ind/Alaska Native	47	0.1	72	0.1	74	0.1
Asian/Pacific Islander	886	1.6	1,118	1.9	1,251	2.1
Hispanic	455	0.8	498	0.8	514	0.9
White, Non-Hispanic	52,234	92.2	53,933	91.5	55,393	91.5
Total	56,657	100.0%	58,937	100.0%	0,527	100.0%

Race/Ethnicity	10-Year Change
Non-Resident Alien	+ 68.8%
Black, Non-Hispanic	+ 0.9
Amer Ind/Alaska Native	+ 27.6
Asian/Pacific Islander	+212.8
Hispanic	+ 73.6
White, Non-Hispanic	+ 9.2
Total	+ 11.2%

TABLE 2 (cont.)

MASTERS

Race/Ethnicity	1980-81 Number	1980-81 Pct	1982-83 Number	1982-83 Pct	1984-85 Number	1984-85 Pct
Non-Resident Alien	724	5.5%	1,247	9.3%	1,179	8.8%
Black, Non-Hispanic	732	5.5	643	4.8	557	4.2
Amer Ind/Alaska Native	26	0.2	22	0.2	27	0.2
Asian/Pacific Islander	194	1.5	265	2.0	305	2.3
Hispanic	103	0.8	105	0.7	110	0.8
White, Non-Hispanic	11,470	86.5	11,129	83.0	11,200	83.7
Total	13,249	100.0%	13,411	100.0%	13,378	100.0%

Race/Ethnicity	1986-87 Number	1986-87 Pct	1988-89 Number	1988-89 Pct	1989-90 Number	1989-90 Pct
Non-Resident Alien	1,213	9.0%	1,394	9.5%	1,436	9.7%
Black, Non-Hispanic	616	4.6	667	4.6	582	3.9
Amer Ind/Alaska Native	20	0.1	29	0.2	21	0.1
Asian/Pacific Islander	273	2.0	380	2.6	354	2.4
Hispanic	110	0.8	118	0.8	158	1.1
White, Non-Hispanic	11,269	83.5	12,035	82.3	12,292	82.8
Total	13,501	100.0%	14,623	100.0%	14,843	100.0%

Race/Ethnicity	10-Year Change
Non-Resident Alien	+98.3%
Black, Non-Hispanic	-20.5
Amer Ind/Alaska Native	-19.2
Asian/Pacific Islander	+82.5
Hispanic	+53.4
White, Non-Hispanic	+ 7.2
Total	+12.0%

TABLE 2 (cont.)

DOCTORAL

Race/Ethnicity	1980-81 Number	1980-81 Pct	1982-83 Number	1982-83 Pct	1984-85 Number	1984-85 Pct
Non-Resident Alien	231	14.0%	295	16.7%	306	16.5%
Black, Non-Hispanic	63	3.8	69	3.9	71	3.8
Amer Ind/Alaska Native	9	0.5	5	0.3	6	0.3
Asian/Pacific Islander	37	2.2	49	2.8	112	6.1
Hispanic	12	0.7	20	1.1	26	1.4
White, Non-Hispanic	1,296	78.6	1,325	75.2	1,330	71.9
Total	1,648	100.0%	1,763	100.0%	1,851	100.0%

Race/Ethnicity	1986-87 Number	1986-87 Pct	1988-89 Number	1988-89 Pct	1989-90 Number	1989-90 Pct
Non-Resident Alien	403	22.4%	491	24.2%	496	24.2%
Black, Non-Hispanic	55	3.0	67	3.3	56	2.7
Amer Ind/Alaska Native	5	0.3	2	0.1	4	0.2
Asian/Pacific Islander	51	2.8	72	3.5	79	3.9
Hispanic	27	1.5	35	1.7	24	1.1
White, Non-Hispanic	1,261	70.0	1,364	67.2	1,388	67.8
Total	1,802	100.0%	2,031	100.0%	2,047	100.0%

Race/Ethnicity	10-Year Change
Non-Resident Alien	+107.5%
Black, Non-Hispanic	- 11.1
Amer Ind/Alaska Native	- 55.6
Asian/Pacific Islander	+113.5
Hispanic	+100.0
White, Non-Hispanic	+ 7.1
Total	+ 23.6%

TABLE 2 (cont.)

FIRST PROFESSIONAL

Race/Ethnicity	1980-81 Number	1980-81 Pct	1982-83 Number	1982-83 Pct	1984-85 Number	1984-85 Pct
Non-Resident Alien	27	0.7%	36	1.0%	26	0.6%
Black, Non-Hispanic	147	3.9	129	3.4	168	4.5
Amer Ind/Alaska Native	5	0.1	4	0.1	3	0.1
Asian/Pacific Islander	34	0.9	56	1.5	67	1.8
Hispanic	41	1.1	47	1.3	52	1.4
White, Non-Hispanic	3,537	93.3	3,468	92.7	3,401	91.5
Total	3,791	100.0%	3,740	100.0%	3,717	100.0%

Race/Ethnicity	1986-87 Number	1986-87 Pct	1988-89 Number	1988-89 Pct	1989-90 Number	1989-90 Pct
Non-Resident Alien	44	1.1%	70	1.9%	38	1.1%
Black, Non-Hispanic	139	3.7	159	4.4	189	5.4
Amer Ind/Alaska Native	12	0.3	9	0.3	2	0.1
Asian/Pacific Islander	139	3.7	136	3.7	153	4.4
Hispanic	53	1.4	61	1.7	79	2.2
White, Non-Hispanic	3,382	89.8	3,195	88.0	3,036	86.8
Total	3,769	100.0%	3,630	100.0%	3,497	100.0%

Race/Ethnicity	10-Year Change
Non-Resident Alien	+ 40.7%
Black, Non-Hispanic	+ 28.6
Amer Ind/Alaska Native	- 60.0
Asian/Pacific Islander	+350.0
Hispanic	+ 92.7
White, Non-Hispanic	- 14.2
Total	- 7.8%

* Data for 1981-82, 1983-84, 1985-86, and 1987-88 were not available.

Figure Two
Associates Degrees Conferred to Minority Graduates of PA Colleges, 1980-81 to 1989-90

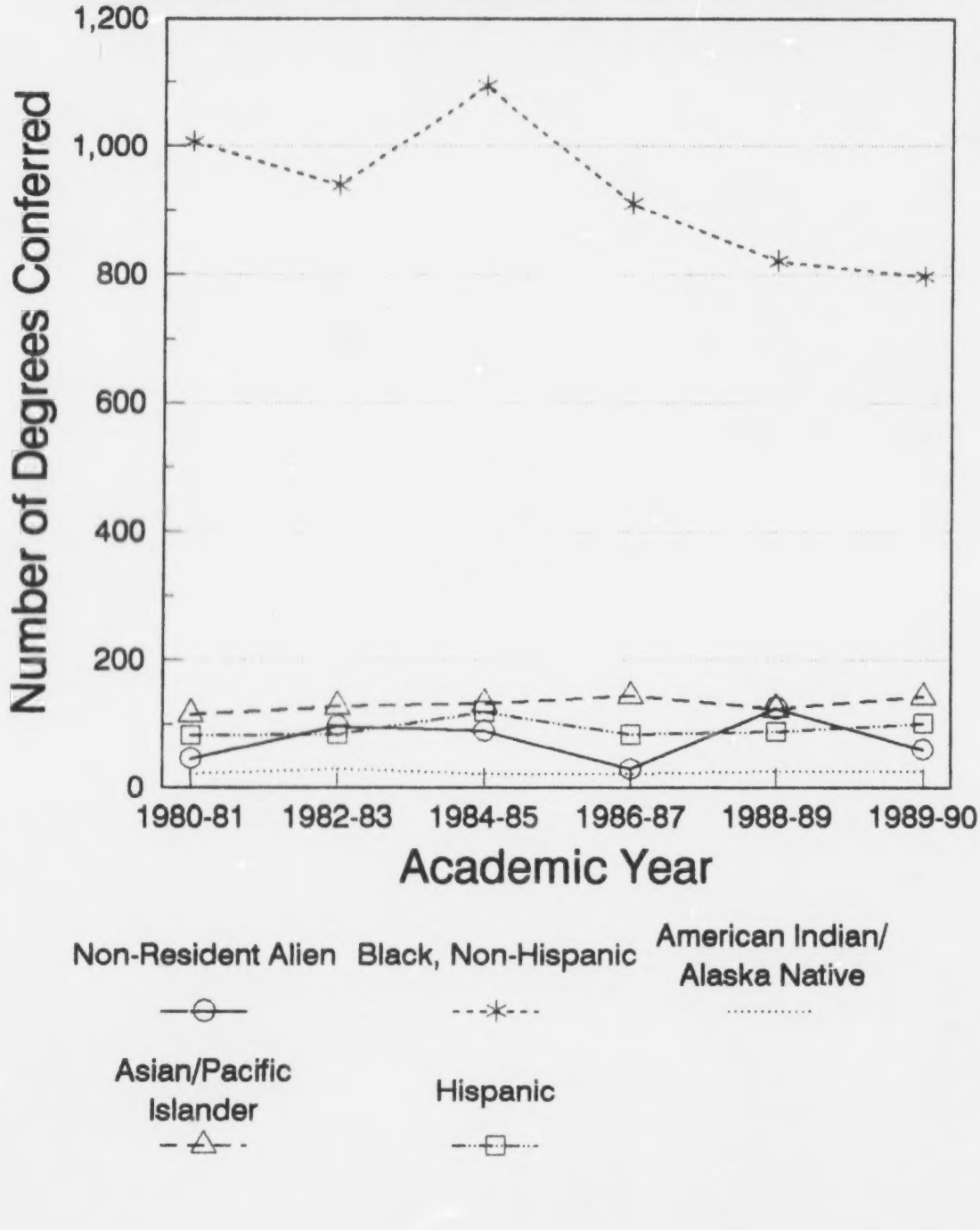


Figure Three
Bachelors Degrees Conferred to Minority Graduates of PA Colleges, 1980-81 to 1989-90

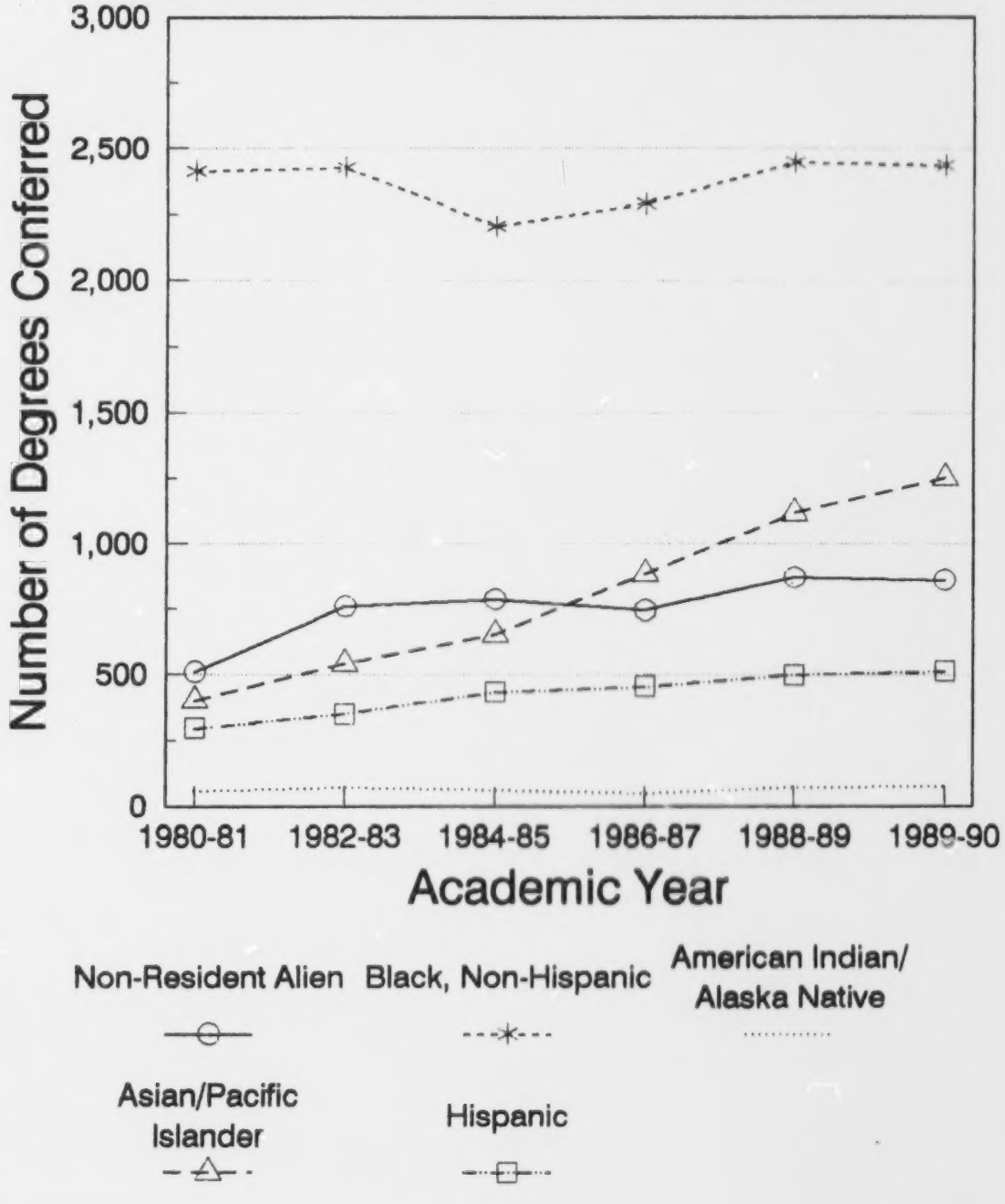


Figure Four
Masters Degrees Conferred to Minority Graduates of PA Colleges, 1980-81 to 1989-90

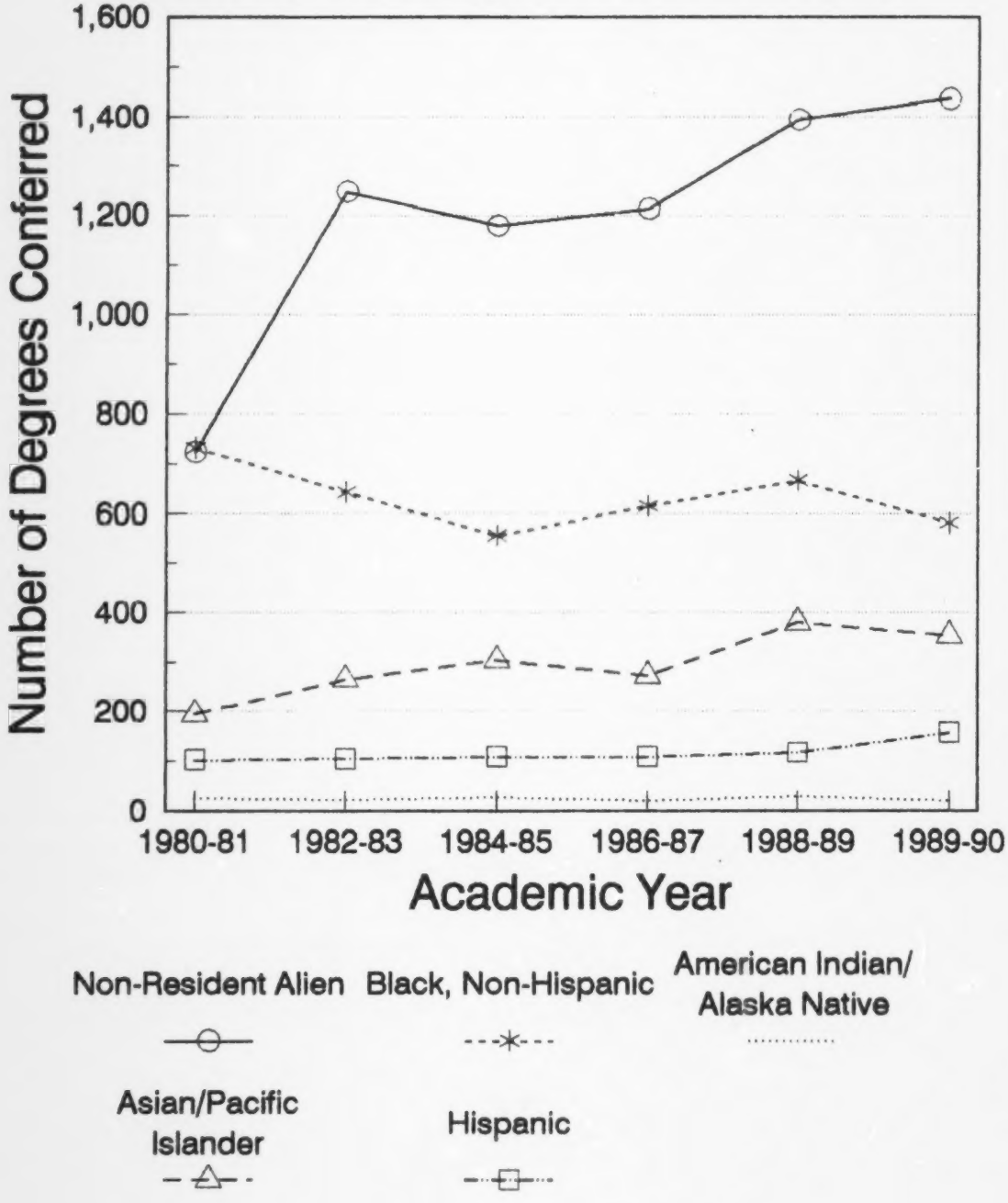


Figure Five
Doctoral Degrees Conferred to Minority Graduates of PA Colleges, 1980-81 to 1989-90

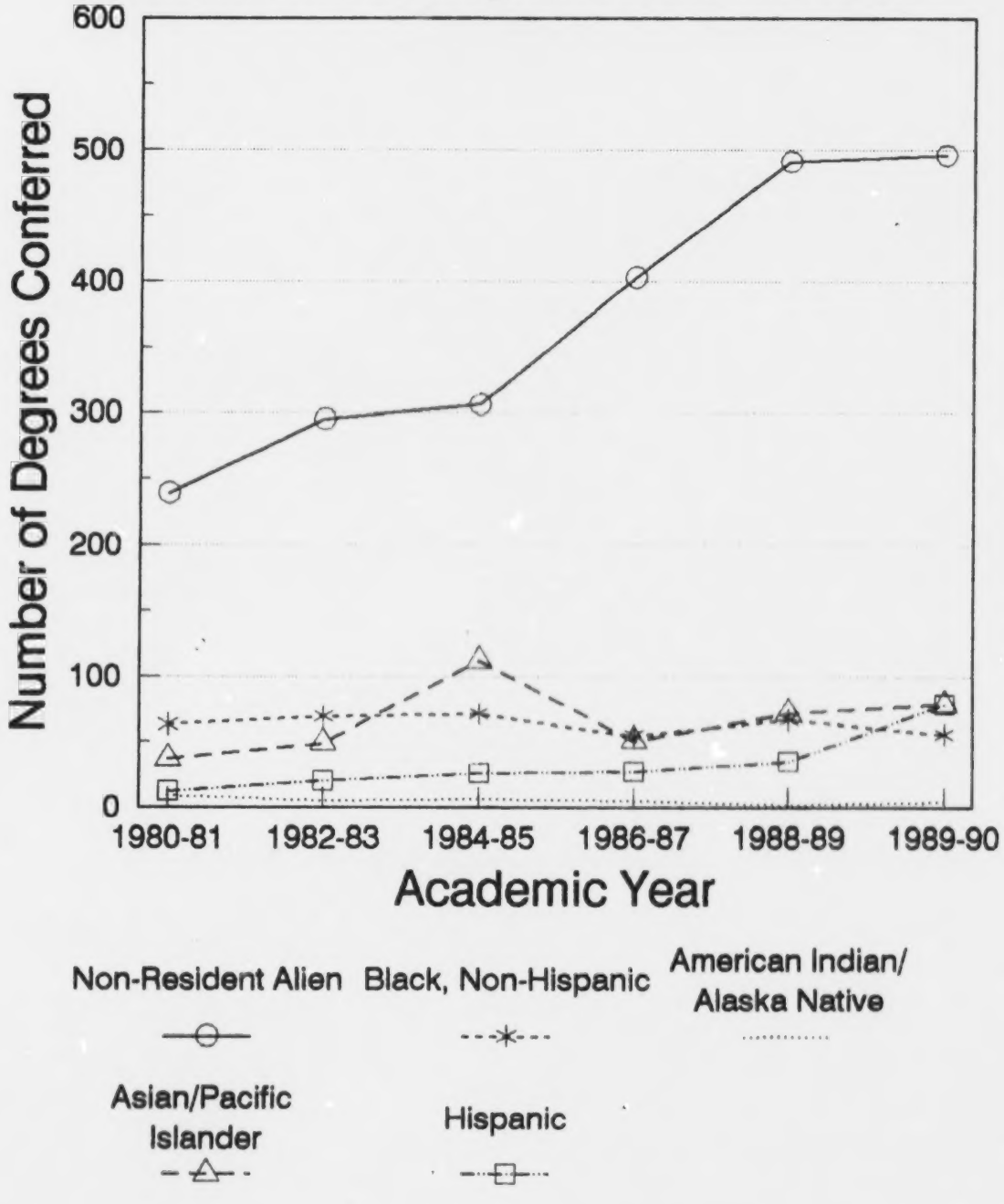
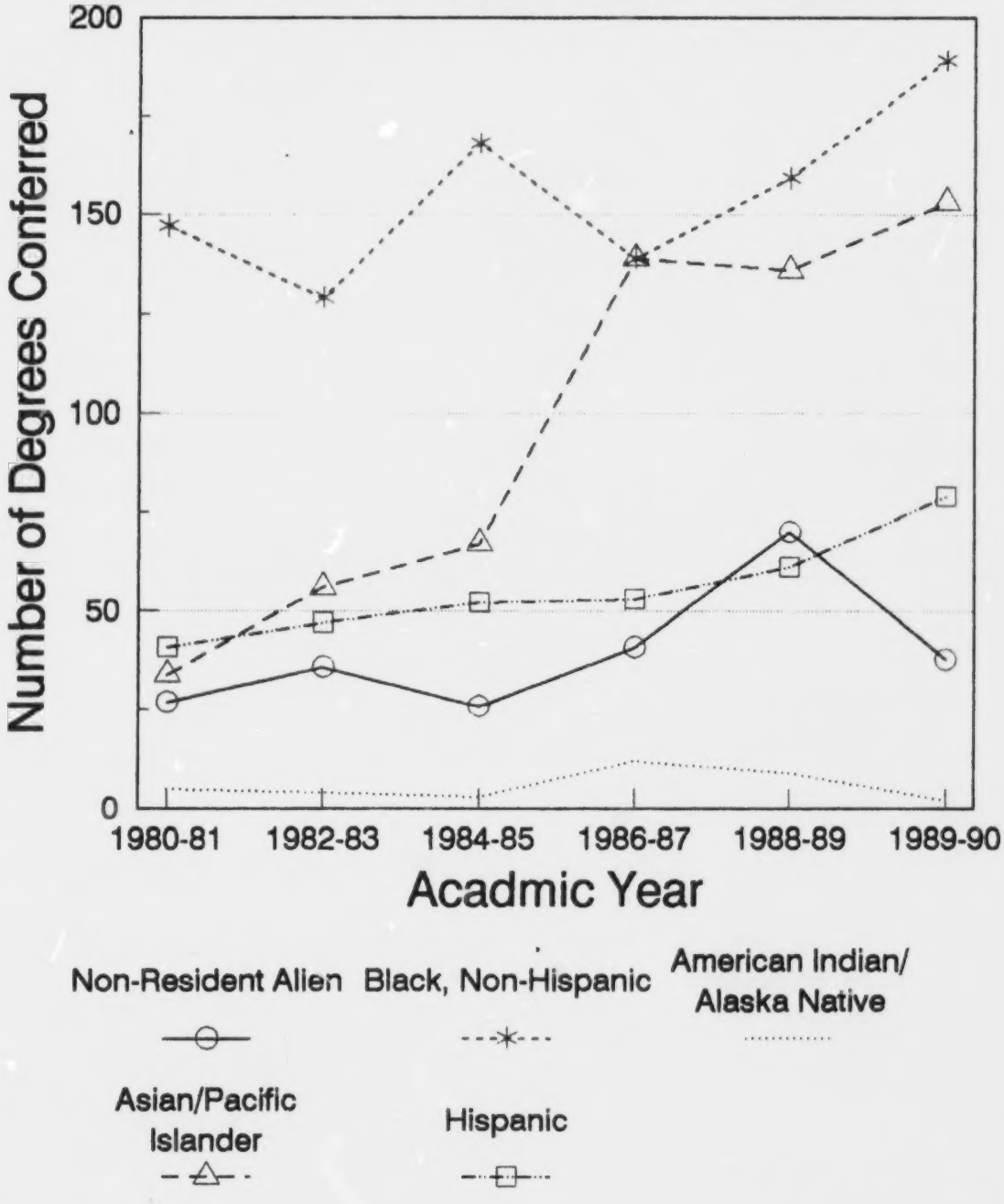


Figure Six
First Professional Degrees Conferred to Minority Graduates of PA Colleges, 1980-81 to 1989-90



The number of bachelors degrees conferred to whites rose by just 9.2 percent, the number who received masters degrees rose by 7.2 percent, and the number who received doctorates rose by 7.1 percent. The number of whites who received first professional degrees fell by 14.2 percent--from 3,537 to 3,036. This means that, generally speaking, the number of racial/ethnic minority graduates grew faster than the number of whites for nearly all types of degrees.

Number of Graduates by Race and Types of Institutions

The number of Asian, Hispanic, and non-resident alien graduates increased at nearly all types of Pennsylvania colleges and universities, but the number of black degree recipients declined at almost all college types. At four-year private colleges, for example, the total number of graduates increased by 12.9 percent--from 38,083 in 1980-81 to 42,980 in 1989-90. The number of Asian graduates more than doubled, while the number of non-resident alien degree recipients increased by 91.3 percent, and the number of Hispanic graduates rose by nearly 88 percent. However, as Table 3 shows, the number of black graduates fell by 13.5 percent--from 1,447 to 1,251. Due to the large increases in Asian, Hispanic, and non-resident alien degree recipients, the total number of racial/ethnic minority graduates from four-year private colleges increased by 46 percent, from 2,915 to 4,255. Conversely, the number of white graduates rose by just 10.1 percent, from 35,168 to 38,725. The proportion of graduates who were racial/ethnic minorities increased from 7.6 percent to 9.8 percent.

The number of black graduates from State Universities fell by 8.8 percent, and by 25.8 percent at two-year public colleges. However, the number of black degree recipients from state-related universities increased by 8.2 percent, and by 5 percent at two-year private colleges. Conversely, the number of degrees awarded to Asians more than tripled at State Universities and state-related universities, and rose by over 67 percent at two-year private colleges and by 24 percent at two-year public colleges. The number of Hispanic graduates rose by over 30 percent at State Universities, by nearly 64 percent at state-related universities, and by over 91 percent at two-year private colleges. At two-year public colleges, however, the number of Hispanic graduates fell by 12.1 percent. The number of degrees conferred to non-resident aliens also rose substantially at State Universities, state-related universities, and two-year private colleges, but fell by nearly 58 percent at two-year public colleges.

Throughout the 1980s, Asian, Hispanic, and non-resident alien college graduates became slightly more likely to receive their degrees from four-year private universities, but substantially less likely to receive degrees from two-year public colleges. The proportion of these graduates who received their degrees from four-year private colleges increased slightly, from 50.1 percent in 1980-81 to 51.4 percent in 1989-90, while the percentage who received their degrees from State Universities increased from 6 percent to 8.8 percent. At the same time, the percentage who received their degrees from state-related colleges fell slightly--from 35.9 percent to 34.6 percent, and the proportion who graduated from two-year public colleges declined from 5.6 percent to 2.8 percent.

TABLE 3

NUMBER OF DEGREES CONFERRED TO GRADUATES OF
PENNSYLVANIA COLLEGES, BY RACE/ETHNICITY AND TYPES OF COLLEGES,
ACADEMIC YEAR 1980-81 TO 1989-90

FOUR-YEAR PRIVATE UNIVERSITIES

	1980-81		1982-83		1984-85	
Race/Ethnicity	Number	Pct	Number	Pct	Number	Pct
Non-Resident Alien	758	2.0%	1,124	2.8%	1,203	2.9%
Black, Non-Hispanic	1,447	3.8	1,394	3.5	1,264	3.1
Amer Ind/Alaska Native	39	0.1	50	0.1	51	0.1
Asian/Pacific Islander	428	1.1	601	1.5	718	1.7
Hispanic	243	0.6	295	0.7	415	1.0
White, Non-Hispanic	35,168	92.4	36,735	91.4	37,902	91.2
Total	38,083	100.0%	40,199	100.0%	41,553	100.0%

	1986-87		1988-89		1989-90	
Race/Ethnicity	Number	Pct	Number	Pct	Number	Pct
Non-Resident Alien	1,255	3.1%	1,420	3.4%	1,450	3.4%
Black, Non-Hispanic	1,319	3.3	1,434	3.4	1,251	2.9
Amer Ind/Alaska Native	42	0.1	63	0.1	50	0.1
Asian/Pacific Islander	800	2.0	986	2.3	1,048	2.4
Hispanic	391	1.0	404	1.0	456	1.1
White, Non-Hispanic	36,510	90.5	38,002	89.8	38,725	90.1
Total	40,317	100.0%	42,309	100.0%	42,980	100.0%

Race/Ethnicity	10-Year Change
Non-Resident Alien	+ 91.3%
Black, Non-Hispanic	- 13.5
Amer Ind/Alaska Native	+ 28.2
Asian/Pacific Islander	+144.9
Hispanic	+ 87.7
White, Non-Hispanic	+ 10.1
Total	+ 12.9%

TABLE 3 (cont.)

STATE UNIVERSITIES

Race/Ethnicity	1980-81 Number	1980-81 Pct	1982-83 Number	1982-83 Pct	1984-85 Number	1984-85 Pct
Non-Resident Alien	93	0.6%	96	0.7%	164	1.2%
Black, Non-Hispanic	634	4.4	658	4.6	604	4.2
Amer Ind/Alaska Native	10	0.1	20	0.1	13	0.1
Asian/Pacific Islander	31	0.2	42	0.3	64	0.4
Hispanic	46	0.3	52	0.4	38	0.3
White, Non-Hispanic	13,688	94.4	13,502	93.9	13,409	93.8
Total	14,502	100.0%	14,370	100.0%	14,292	100.0%

Race/Ethnicity	1986-87 Number	1986-87 Pct	1988-89 Number	1988-89 Pct	1989-90 Number	1989-90 Pct
Non-Resident Alien	157	1.0%	329	2.1%	347	2.2%
Black, Non-Hispanic	592	3.9	473	3.0	578	3.6
Amer Ind/Alaska Native	14	0.1	17	0.1	22	0.1
Asian/Pacific Islander	72	0.5	83	0.5	96	0.6
Hispanic	53	0.4	58	0.4	60	0.4
White, Non-Hispanic	14,248	94.1	14,655	93.9	14,952	93.1
Total	15,136	100.0%	15,615	100.0%	16,055	100.0%

Race/Ethnicity	10-Year Change
Non-Resident Alien	+273.1%
Black, Non-Hispanic	- 8.8
Amer Ind/Alaska Native	+120.0
Asian/Pacific Islander	+209.7
Hispanic	+ 30.4
White, Non-Hispanic	+ 9.2
Total	+ 10.7%

TABLE 3 (cont.)

STATE-RELATED UNIVERSITIES

Race/Ethnicity	1980-81 Number	1980-81 Pct	1982-83 Number	1982-83 Pct	1984-85 Number	1984-85 Pct
Non-Resident Alien	635	2.7%	1,114	4.4%	940	4.0%
Black, Non-Hispanic	1,383	5.9	1,304	5.2	1,202	5.2
Amer Ind/Alaska Native	51	0.2	40	0.1	39	0.2
Asian/Pacific Islander	216	0.9	272	1.1	338	1.5
Hispanic	173	0.8	185	0.7	173	0.7
White, Non-Hispanic	20,894	89.5	22,357	88.5	20,599	88.4
Total	23,352	100.0%	25,272	100.0%	23,291	100.0%

Race/Ethnicity	1986-87 Number	1986-87 Pct	1988-89 Number	1988-89 Pct	1989-90 Number	1989-90 Pct
Non-Resident Alien	980	4.3%	1,116	4.7%	1,038	4.2%
Black, Non-Hispanic	1,277	5.6	1,520	6.5	1,496	6.1
Amer Ind/Alaska Native	24	0.1	35	0.1	33	0.1
Asian/Pacific Islander	456	2.0	605	2.6	665	2.7
Hispanic	209	0.9	257	1.1	283	1.1
White, Non-Hispanic	19,864	87.1	19,970	85.0	21,155	85.8
Total	22,810	100.0%	23,503	100.0%	24,670	100.0%

Race/Ethnicity	10-Year Change
Non-Resident Alien	+ 63.5%
Black, Non-Hispanic	+ 8.2
Amer Ind/Alaska Native	- 35.3
Asian/Pacific Islander	+207.9
Hispanic	+ 63.6
White, Non-Hispanic	+ 1.2
Total	+ 5.6%

TABLE 3 (cont.)

TWO-YEAR PRIVATE COLLEGES

Race/Ethnicity	1980-81 Number	1980-81 Pct	1982-83 Number	1982-83 Pct	1984-85 Number	1984-85 Pct
Non-Resident Alien	12	0.8%	25	1.5%	24	1.6%
Black, Non-Hispanic	139	8.8	170	10.5	187	12.2
Amer Ind/Alaska Native	0	0.0	0	0.0	2	0.1
Asian/Pacific Islander	9	0.6	3	0.2	9	0.6
Hispanic	12	0.8	3	0.2	21	1.4
White, Non-Hispanic	1,399	89.0	1,416	87.6	1,291	84.1
Total	1,571	100.0%	1,617	100.0%	1,534	100.0%

Race/Ethnicity	1986-87 Number	1986-87 Pct	1988-89 Number	1988-89 Pct	1989-90 Number	1989-90 Pct
Non-Resident Alien	11	0.7%	48	3.6%	25	1.9%
Black, Non-Hispanic	194	12.7	154	11.4	146	11.2
Amer Ind/Alaska Native	2	0.1	0	0.0	1	0.1
Asian/Pacific Islander	16	1.0	9	0.7	15	1.1
Hispanic	17	1.1	16	1.2	23	1.8
White, Non-Hispanic	1,294	84.4	1,114	83.1	1,096	83.9
Total	1,534	100.0%	1,341	100.0%	1,306	100.0%

Race/Ethnicity	10-Year Change
Non-Resident Alien	+108.3%
Black, Non-Hispanic	+ 5.0
Amer Ind/Alaska Native	--
Asian/Pacific Islander	+ 66.7
Hispanic	+ 91.7
White, Non-Hispanic	- 21.7
Total	- 16.9%

TABLE 3 (cont.)

TWO-YEAR PUBLIC COLLEGES

Race/Ethnicity	1980-81 Number	1980-81 Pct	1982-83 Number	1982-83 Pct	1984-85 Number	1984-85 Pct
Non-Resident Alien	19	0.2%	37	0.4%	24	0.3%
Black, Non-Hispanic	737	9.3	657	7.8	809	8.8
Amer Ind/Alaska Native	19	0.2	21	0.2	15	0.2
Asian/Pacific Islander	83	1.1	112	1.3	103	1.1
Hispanic	58	0.8	64	0.8	88	0.9
White, Non-Hispanic	6,975	88.4	7,572	89.5	8,155	88.7
Total	7,891	100.0%	8,463	100.0%	9,194	100.0%

Race/Ethnicity	1986-87 Number	1986-87 Pct	1988-89 Number	1988-89 Pct	1989-90 Number	1989-90 Pct
Non-Resident Alien	8	0.1%	10	0.1%	8	0.1%
Black, Non-Hispanic	606	6.9	549	6.8	547	6.6
Amer Ind/Alaska Native	18	0.2	23	0.3	21	0.3
Asian/Pacific Islander	105	1.2	95	1.2	103	1.2
Hispanic	50	0.6	58	0.7	51	0.6
White, Non-Hispanic	7,939	91.0	7,355	90.9	7,574	91.2
Total	8,726	100.0%	8,090	100.0%	8,304	100.0%

Race/Ethnicity	10-Year Change
Non-Resident Alien	-57.9%
Black, Non-Hispanic	-25.8
Amer Ind/Alaska Native	+10.5
Asian/Pacific Islander	+24.1
Hispanic	-12.1
White, Non-Hispanic	+ 8.6
Total	+ 5.2%

TABLE 3 (cont.)

SCHOOLS OF THEOLOGY

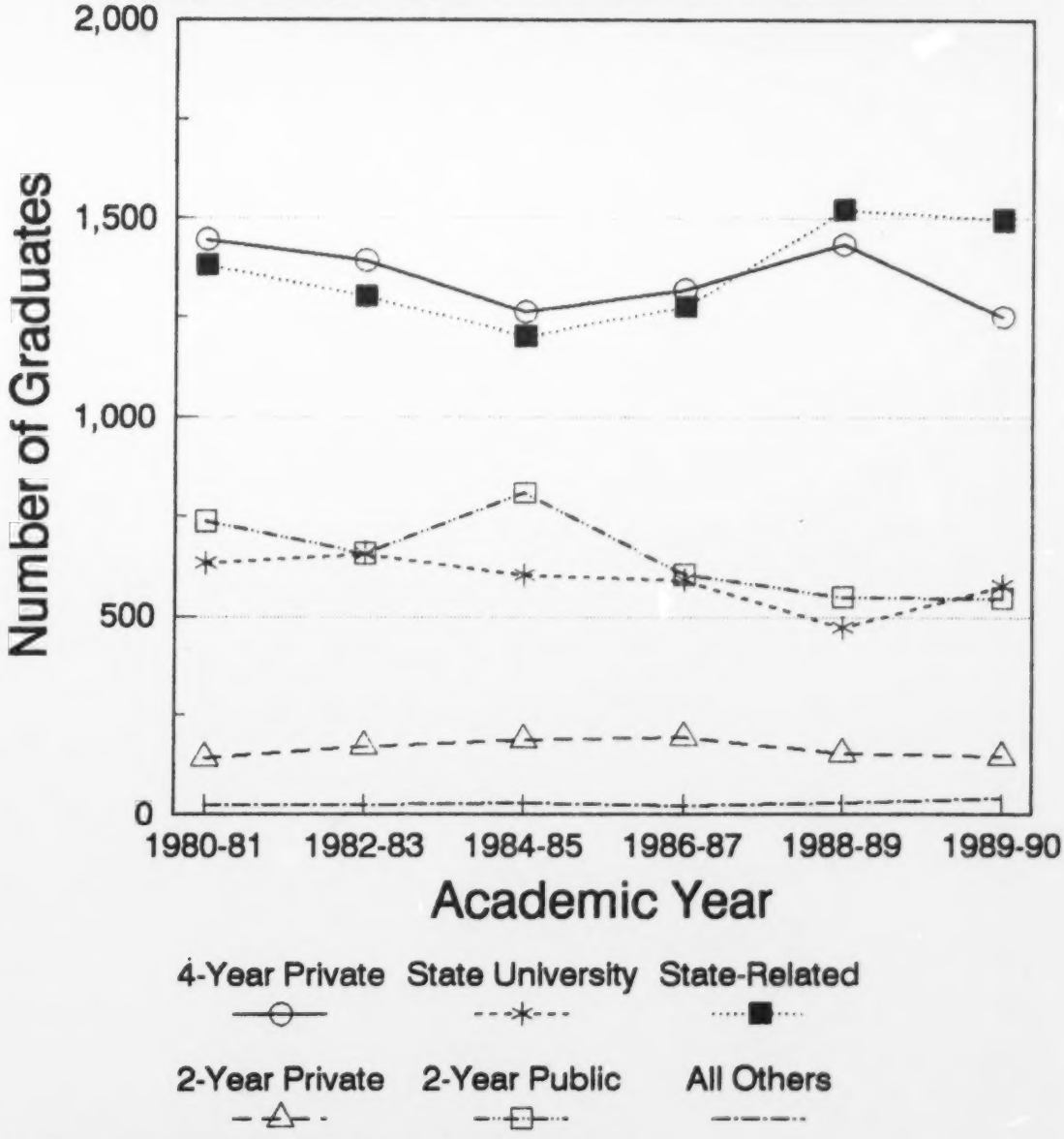
Race/Ethnicity	1980-81 Number	1980-81 Pct	1982-83 Number	1982-83 Pct	1984-85 Number	1984-85 Pct
Non-Resident Alien	21	3.2%	39	6.2%	32	4.8%
Black, Non-Hispanic	25	3.8	24	3.8	30	4.5
Amer Ind/Alaska Native	2	0.3	0	0.0	0	0.0
Asian/Pacific Islander	18	2.8	12	1.9	39	5.8
Hispanic	3	0.5	7	1.1	11	1.6
White, Non-Hispanic	580	89.4	549	87.0	561	83.3
Total	649	100.0%	631	100.0%	673	100.0%

Race/Ethnicity	1986-87 Number	1986-87 Pct	1988-89 Number	1988-89 Pct	1989-90 Number	1989-90 Pct
Non-Resident Alien	22	3.6%	28	4.7%	23	4.1%
Black, Non-Hispanic	23	3.7	29	4.8	40	7.2
Amer Ind/Alaska Native	6	1.0	0	0.0	0	0.0
Asian/Pacific Islander	43	7.0	52	8.6	52	9.3
Hispanic	9	1.5	7	1.2	4	0.7
White, Non-Hispanic	509	83.2	484	80.7	440	78.7
Total	612	100.0%	600	100.0%	559	100.0%

Race/Ethnicity	10-Year Change
Non-Resident Alien	+ 9.5%
Black, Non-Hispanic	+ 60.0
Amer Ind/Alaska Native	-100.0
Asian/Pacific Islander	+188.9
Hispanic	+ 33.3
White, Non-Hispanic	- 24.1
Total	- 13.9

* Data for 1981-82, 1983-84, 1985-86, and 1987-88 were not available.

Figure Seven
Number of Black Graduates of PA Colleges, by College Types, 1980-81 to 1989-90



Includes graduates who received associates bachelors, masters, doctoral, and first professional degrees

White graduates also became slightly more likely to receive their degrees from four-year private universities. The proportion of white graduates who received their degrees from these colleges increased from 44.7 percent in 1980-81 to 46.1 percent in 1989-90. The proportion who received degrees from State Universities remained at about 17 percent, while the proportion who received degrees from state-related colleges fell slightly--from 26.5 percent to 25.2 percent. The proportion of white graduates who received degrees from two-year public colleges remained at approximately 9 percent; however, from 1984-85 to 1989-90, the number of white graduates from two-year public colleges declined by 7.1 percent.

Black college graduates, on the other hand, became more likely to receive their degrees from state-related universities. The proportion of blacks who received their degrees from these universities increased from 31.7 percent in 1980-81 to 36.9 percent in 1989-90. The percentage who received their degrees from four-year private colleges declined slightly, from 33.2 percent to 30.8 percent, while the proportion who graduated from State Universities remained at about 14 percent. The percentage of blacks who received their degrees from two-year public colleges fell from 16.9 percent to 13.5 percent. Figure 7 illustrates further the trends in the number of black graduates by types of colleges.

It appears, therefore, that while generally more racial/ethnic minorities were able to receive their degrees from four-year private colleges, fewer blacks were able to receive their degrees from these colleges. Fewer students from all racial/ethnic groups--particularly blacks--who attended two-year public colleges graduated. Since students who attend two-year colleges tend to come from families with lower incomes than other students, this may mean that lower-income students from all racial/ethnic backgrounds had a more difficult time in completing their college educational programs.

Number of Graduates by Race and Gender

The increase in the numbers of Asian, Hispanic, and non-resident alien graduates was due in large part to the rise in the number of female degree recipients. Table 4 shows that the total number of Asian female graduates rose by over 184 percent, while the number of non-resident aliens increased by nearly 116 percent, the number of Hispanics by over 56 percent, and the number of American Indians by 50 percent. However, the number of black female graduates fell by nearly 8 percent, from 2,693 to 2,479.

The total number of female graduates increased by 14.8 percent, from 42,678 in 1980-81 to 49,022 in 1989-90. At the same time, the number of male graduates increased by only 3.6 percent, from 43,292 to 44,852. The number of racial/ethnic minority female graduates increased by 26.5 percent--from 3,714 to 4,700 (see Figure 8). Conversely, the number of white female graduates rose by just 13.8 percent, from 38,964 to 44,322.

TABLE 4

NUMBER AND PROPORTION OF DEGREES CONFERRED TO FEMALE GRADUATES OF PENNSYLVANIA COLLEGES AND UNIVERSITIES, BY RACE/ETHNICITY, ACADEMIC YEAR 1980-81 TO 1989-90

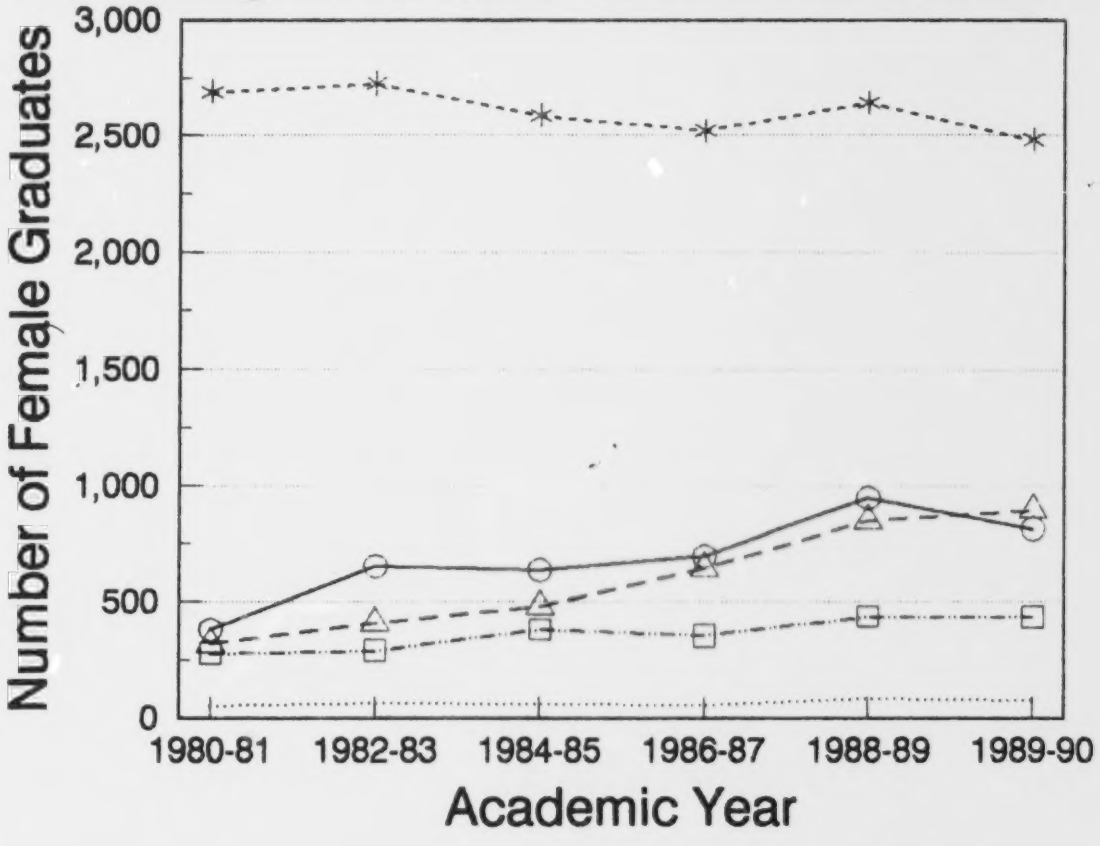
	1980-81		1982-83		1984-85	
Race/Ethnicity	Number	Pct of All Graduates	Number	Pct of All Graduates	Number	Pct of All Graduates
Non-Resident Alien	377	24.5%	653	26.8%	636	26.6%
Black, Non-Hispanic	2,693	61.7	2,728	64.9	2,588	63.2
Amer Ind/Alaska Native	52	43.7	66	50.4	60	50.0
Asian/Pacific Islander	315	40.3	405	39.0	480	37.9
Hispanic	277	51.8	288	47.5	377	50.7
White, Non-Hispanic	38,964	49.6	41,495	50.6	41,603	50.8
Total	42,678	49.6%	45,635	50.4%	45,744	50.6%

	1986-87		1988-89		1989-90	
Race/Ethnicity	Number	Pct of All Graduates	Number	Pct of All Graduates	Number	Pct of All Graduates
Non-Resident Alien	697	28.6%	949	32.2%	814	28.2%
Black, Non-Hispanic	2,520	62.8	2,644	63.6	2,479	61.1
Amer Ind/Alaska Native	56	52.8	85	61.6	78	61.4
Asian/Pacific Islander	645	43.2	849	46.4	896	45.3
Hispanic	352	48.3	434	54.3	433	49.4
White, Non-Hispanic	41,874	52.1	42,946	52.6	44,322	52.8
Total	46,144	51.8%	47,907	52.4%	49,022	52.2%

Race/Ethnicity	10-Year Change
Non-Resident Alien	+115.9%
Black, Non-Hispanic	- 7.9
Amer Ind/Alaska Native	+ 50.0
Asian/Pacific Islander	+184.4
Hispanic	+ 56.3
White, Non-Hispanic	+ 13.8
Total	+ 14.8%

* Data for 1981-82, 1983-84, 1985-86, and 1987-88 were not available.

Figure Eight
Number of Minority Female Graduates of PA Colleges, by Race, 1980-81 to 1989-90



Includes graduates who received associates, bachelors, masters, doctoral, and first professional degrees

Overall Educational Attainment of Blacks and Whites

Despite the decrease in the number of black college graduates, it appears that blacks and other racial/ethnic minorities made gains in secondary and postsecondary educational attainment during the 1980s. This was due primarily to the greater proportion of blacks who attended, but not necessarily graduated from, college in the decade.

Table 5 shows that the percentage of black Pennsylvanians aged 25 years and older who graduated from high school or earned a General Education Development (GED) certificate increased from 52.1 percent in 1980 to 68.6 percent in 1989. More importantly, the percentage of blacks who attended college for at least four years rose from just 6.5 percent in 1980 to 12.3 percent in 1989. Data for other racial/ethnic minority group members were not available, but because the number of college graduates from these groups increased substantially for all types of degrees, it is most likely that the proportion of the population of these groups who attended college for at least four years also rose. The data on the proportions of black and white high school graduates and college attendees are also shown in Figure 9.

However, while the difference between blacks and whites in high school graduation rates decreased by 4.3 percentage points during the 1980s, the difference in college educational attendance declined by only 0.8 percentage points. This means that, while more blacks were completing more years of college, they made very little gains relative to whites. Given that the percentage increase in numbers of college graduates from other racial/ethnic groups were greater than for blacks, it is most likely that these other groups made larger gains in college educational attainment.

Graduation Compared With Enrollments

The number of graduates from all racial/ethnic groups is partially a function of the number of students enrolled. Therefore, to assess the progress of enrolled students who graduated, the proportions of enrolled minority and white students who graduated should be examined. These proportions provide a way of assessing changes in completion rates, or the rates by which enrolled students of different races and ethnicities completed their college educations in a given year.

Table 6 shows that non-resident alien students had the highest percentage of enrolled students who graduated, ranging from about 20 percent in 1980-81 to over 24 percent in 1988-89. Black students had the lowest proportion of enrolled students who graduated each year--about 13 percent. During the time period, the rate for blacks increased by about one percentage point, while the rates for students of other races increased much more significantly (see Figure 10).

TABLE 5

YEARS OF EDUCATION COMPLETED BY PENNSYLVANIANS
25 YEARS OLD OR OLDER, BY RACE/ETHNICITY,
1980 TO 1989

	White Population*	Pct Completing High School**	Pct Completing 4 Years or More of College
1980	6,608	65.8%	14.0%
1981	6,659	69.0	15.4
1985	6,769	72.5	15.4
1987	7,137	76.5	17.6
1988	7,160	77.6	18.1
1989	7,309	77.5	19.0

	Black Population*	Pct Completing High School**	Pct Completing 4 Years or More of College
1980	561	52.1%	6.5%
1981	565	51.2	3.7
1985	621	55.4	5.1
1987	602	65.0	10.6
1988	598	69.6	12.7
1989	644	68.6	12.3

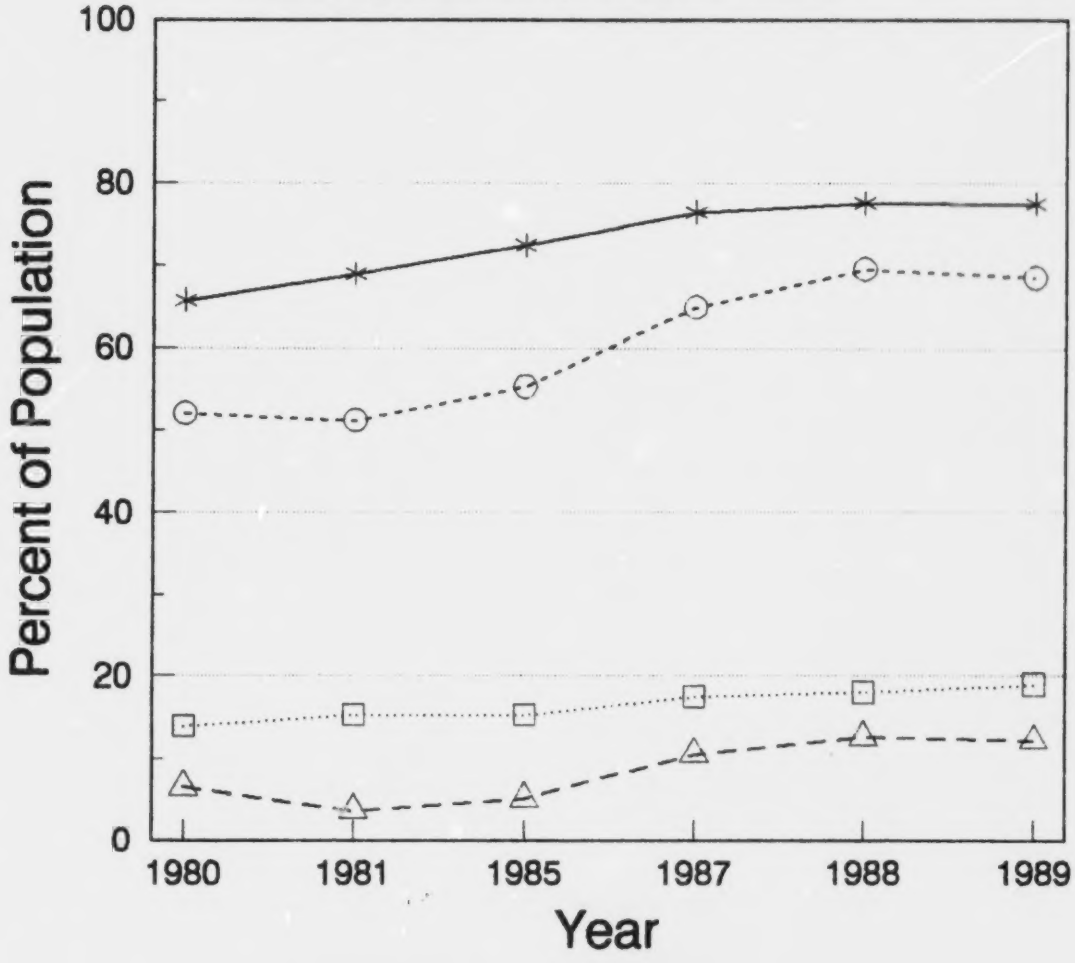
	Total Population*	Pct Completing High School**	Pct Completing 4 Years or More of College
1980	7,240	64.7%	13.6%
1981	7,265	67.6	14.6
1985	7,425	71.1	14.6
1987	7,805	75.5	17.2
1988	7,876	77.0	18.0
1989	8,057	76.8	19.0

* Includes the non-institutional population of persons aged 25 years or older as of March of each year. Population figures are in 1,000s. Data for other racial/ethnic groups were not available.

** Includes high school graduates and GED recipients.

Source: U.S. Bureau of the Census, Current Population Survey.

Figure Nine
Years of Education Completed by White & Black Pennsylvanians, 1980 to 1989



Includes Pennsylvanians 25-years-old and older

However, the proportions of non-resident aliens and Hispanics who graduated declined during the mid- and late-1980s. This occurred because enrollments for these two groups were increasing at a faster rate than the number of graduates. For whites, the proportion of enrolled students who graduated remained at slightly under 20 percent during the time period, as enrollemnts grew at a slightly higher rate than graduates. Conversely, for blacks, enrollments fell at or near the same rate as the decline in graduates. This means that the number of black graduates fell partially due to the decline in black enrollments.

Summary/Conclusions

Overall, the number and proportion of racial/ethnic minority and non-resident alien graduates from Pennsylvania colleges and universities increased substantially during the 1980s. Much of this increase occurred due to the number of Asian graduates, which more than doubled, and to Hispanic graduates, which grew by over 60 percent. Because of the large gains for these groups, the total number of racial/ethnic minority graduates rose by 35.4 percent, and the proportion of graduates who were minorities and non-resident aliens rose from 8.5 percent to 10.6 percent. At the same time, the number of white graduates grew by just 6.7 percent. This means that, relative to whites, racial/ethnic minorities in Pennsylvania generally made gains in college educational attainment during the decade.

The number of Asian, Hispanic, and non-resident alien graduates increased substantially at nearly all college types--especially four-year private colleges and universities--and for nearly all types of degrees. Much of the gains for Asians were due to the number of female graduates, which nearly tripled. The gains for Hispanics were due to the number who received bachelors degrees, which grew by over 73 percent, while the gains for non-resident aliens were due primarily to the number who received masters and doctoral degrees, which more than doubled.

Blacks, however, did not make nearly as much progress in college educational attainment as other racial/ethnic groups. The total number of black college graduates fell by about 7 percent during the 1980s. Much of this decline was due to a decrease in the number of black associates degree recipients, which fell by over 20 percent, and the number of black female graduates, which dropped by 8 percent. The number of blacks who received masters and doctoral degrees also declined, but the number who earned first professional degrees increased by over 28 percent, and the number who earned bachelors degrees rose by about 1 percent.

Blacks also became more likely to receive their degrees from state-related universities, while Asian, Hispanic, and non-resident alien graduates became more likely to graduate from four-year private colleges. The number of black graduates from state-related colleges rose by 8.2 percent, and the proportion who received their degrees from these colleges rose from 31.7 percent to 36.9 percent. However, the number of black graduates who received their degrees from four-year private universities fell by 13.5 percent, and

TABLE 6

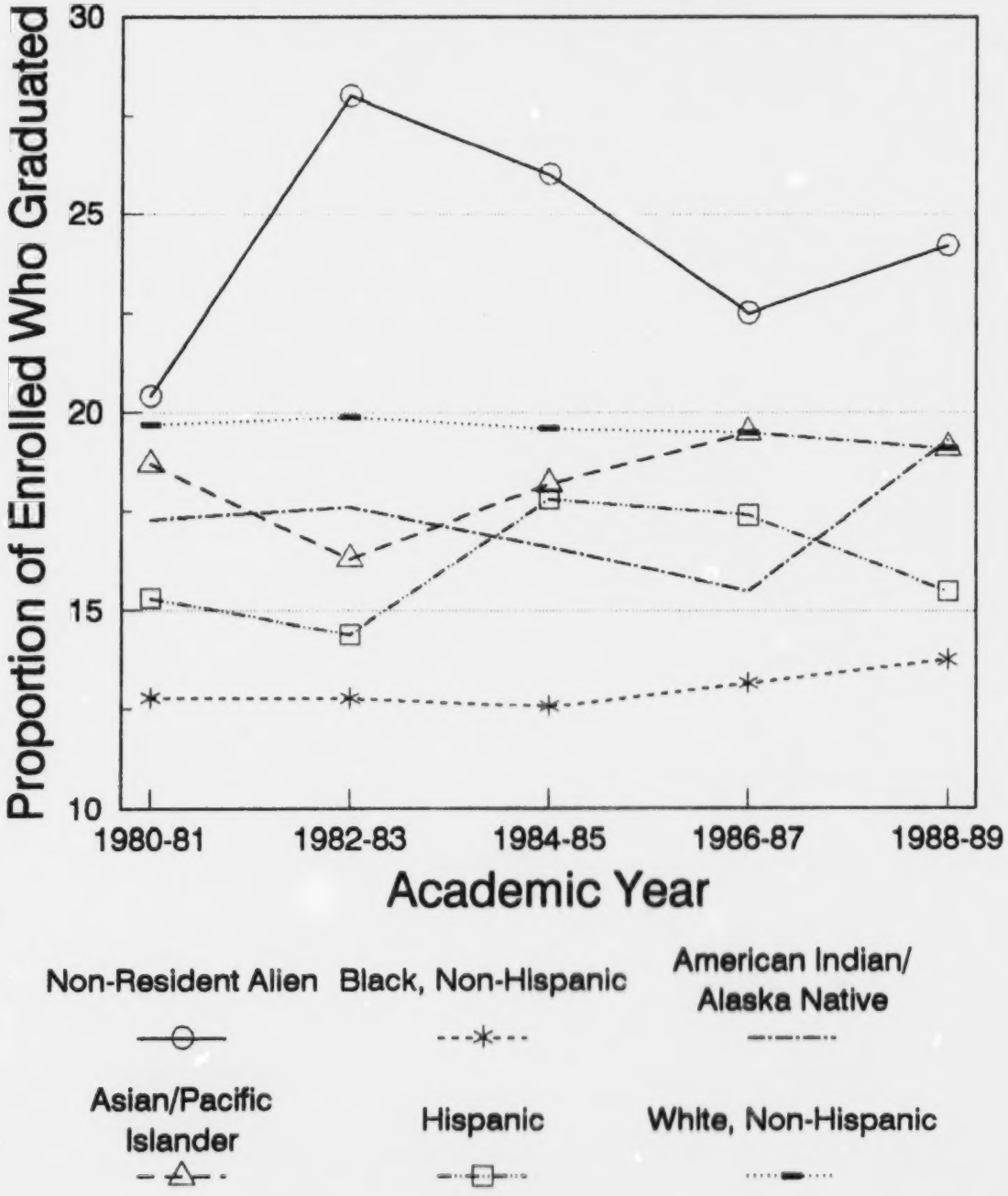
PERCENTAGE OF ENROLLED STUDENTS WHO GRADUATED FROM PENNSYLVANIA COLLEGES, BY RACE/ETHNICITY, ACADEMIC YEAR 1980-81 TO 1988-89

Race/Ethnicity	1980-81 Number of Graduates	1980-81 Pct of Enrollment	1982-83 Number of Graduates	1982-83 Pct of Enrollment	1984-85 Number of Graduates	1984-85 Pct of Enrollment
Non-Resident Alien	1,538	20.4%	2,435	28.0%	2,387	26.0%
Black, Non-Hispanic	4,362	12.8	4,205	12.8	4,094	12.6
Amer Ind/Alaska Native	119	17.3	131	17.9	120	16.6
Asian/Pacific Islander	781	18.7	1,039	16.3	1,268	18.2
Hispanic	535	15.3	606	14.4	743	17.8
White, Non-Hispanic	78,635	19.7	82,051	19.9	81,825	19.6
Total	85,970	19.2%	90,467	19.4%	90,437	19.2%

Race/Ethnicity	1986-87 Number of Graduates	1986-87 Pct of Enrollment	1988-89 Number of Graduates	1988-89 Pct of Enrollment
Non-Resident Alien	2,433	22.5%	2,951	24.2%
Black, Non-Hispanic	4,011	13.2	4,159	13.8
Amer Ind/Alaska Native	106	15.4	138	19.3
Asian/Pacific Islander	1,492	19.5	1,830	19.1
Hispanic	729	17.4	800	15.5
White, Non-Hispanic	80,364	19.5	81,580	19.1
Total	89,135	19.2%	91,458	18.9%

* Data for 1981-82, 1983-84, 1985-86, 1987-88, and 1989-90 were not available.

Figure Ten
Proportion Enrolled in PA Colleges Who Graduated by Race, 1980-81 to 1988-89



the proportion of black graduates who received their degrees from these universities fell from 33.2 percent to 30.8 percent. At the same time, the number of Asian graduates from four-year private universities more than doubled, the number of Hispanic graduates increased by nearly 88 percent, and the number of non-resident alien degree recipients grew by over 91 percent.

The number of black college graduates fell at the same time as the proportion of black Pennsylvanians 25-years-old and older who were high school graduates and who attended college for at least four years increased. It appears that, while a greater proportion of blacks were attending college, a relatively large share were leaving their institutions before they received their degrees. A higher percentage of Pennsylvanians 25-years-old and older from other racial/ethnic backgrounds also attended college for at least four years, but these students were more likely than blacks to have completed their educational programs and received college degrees.

It is most likely that the number of black college graduates fell primarily due to the increasing costs of education at all college types. Black college students tend to come from families with lower incomes than other students, and may not have received enough financial aid to meet the rising costs of completing higher education programs. Students from other racial/ethnic groups probably were not as affected by the higher education costs because they were more willing to borrow student loans than were blacks. These rising costs probably most adversely affected students attending two-year public colleges, who tend to be the least able to afford the costs of education.

This points to the need for increasing grants and other non-loan types of financial aid to low-income students--particularly to black students--in order to encourage their continued persistence in higher education. To the best extent possible, college financial aid administrators may need to look at new ways of packaging student finances that encourages low-income students generally, and low-income blacks particularly, to enter and persist in four-year college programs.

In addition to financial aid, other strategies may also be needed to increase the number of black college graduates. Colleges and universities may need to strengthen their recruitment and retention efforts to ensure that blacks graduate at or near the same rate as other racial/ethnic groups. Colleges may also need to expand and improve their academic and other support services for blacks and other students who may be at risk of not graduating. And college administrators should continue their efforts to ensure that their campuses are free of any racial hostilities or biases that might hinder black students' educational progress.